

**LEGISLATIVE SERVICES AGENCY
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FISCAL IMPACT STATEMENT

LS 6302

BILL NUMBER: HB 1192

NOTE PREPARED: Jan 23, 2004

BILL AMENDED: Jan 22, 2004

SUBJECT: State Employment and Compensation.

FIRST AUTHOR: Rep. Pelath

FIRST SPONSOR:

BILL STATUS: CR Adopted - 1st House

FUNDS AFFECTED: X GENERAL
DEDICATED
FEDERAL

IMPACT: State

Summary of Legislation: (Amended) This bill establishes complaint and arbitration procedures for state employee grievances.

Effective Date: July 1, 2004.

Explanation of State Expenditures: *(Revised)* The bill establishes complaint and arbitration procedures for state employee grievances. Currently, the State Employee Appeals Commission must review a grievance before it is submitted to arbitration. The bill allows the employee to choose arbitration or to appeal to the commission, and the action of the arbitrator or the commission is a final order subject to judicial review. The cost of arbitration currently is shared by the employers and employee and would also be shared under the bill. The change in the arbitration procedure could increase cost if more grievances went through the arbitration process instead of using the State Employee Appeals Commission. The increase is unknown.

Explanation of State Revenues:

Explanation of Local Expenditures:

Explanation of Local Revenues:

State Agencies Affected: Department of Personnel and State Appeals Commission.

Local Agencies Affected:

Information Sources:

Fiscal Analyst: Chuck Mayfield, 317-232-4825.